

Minutes of the Personnel Committee

Tuesday, November 5, 2002

Chair Paulson called the meeting to order at 1:05 p.m.

Present: Supervisors Duane Paulson (Chair), Pete Gundrum, Jeff Morris, Carl Seitz, Bob Thelen, and Matt Thomas. **Absent:** Don Broesch.

Also Present : Legislative Policy Advisor Dave Krahn, Labor Relations Manager Jim Richter, Administration Director Norm Cummings, Principal Human Resources Analyst Terri Sgarlata, Employee Benefits Administrator Pete Hans, Accounting Services Manager Larry Dahl, Employment Services Manager Sue Zastrow, County Board Supervisor Rodell Singert, Senior Resource Analyst Becky Eichner, Inspector Bob Johannik, and County Board Supervisor Kathleen Cummings.

Closed Session

MOTION: Morris moved, second by Thomas to go into closed session at 1:05 p.m. in accordance with Section 19.85(1)(e) Wis. Stats. for the purpose of discussing collective bargaining issues associated with the 2002 - 2005 labor contracts, and to approve the closed session minutes of September 17, 2002. Motion carried 6 - 0.

MOTION: Gundrum moved, second by Thomas to return to open session at 1:40 p.m. Motion carried 6 - 0.

Approve Minutes of October 1, 2001

MOTION: Thomas moved, second by Thelen to approve the minutes of October 1. Motion carried 6 - 0.

Executive Committee Report

Paulson advised that all of the ordinances that had been yellow -copied were passed. He went on to highlight the most recent Executive Committee correspondence list.

Ordinance 1570- 081:2003 Non -Represented Employee, Elected Official, and Retiree Benefits and Non-Represented Employee Salaries

Richter gave an overview of the ordinance as outlined with regard to changes in the health insurance plan. It includes a \$100 individual/\$300 family annual deductible for in -network services. It also provides for a 90%/10% coinsurance for in -network services without -of-pocket coinsurance maximum of \$400 individual/\$800 family. This benefit is exclusive of prescription drug benefits and behavior health benefits. It also eliminates the \$10 physician office visit physician and chiropractic office visit co -pay. In addition to the above, and affecting retirees, the ordinance modifies the prescription drug co-pay from \$5 generic, \$10 brand name, and \$25 non -formulary to \$10, \$15, and \$25 respectively. Hans said this change mirrors the current prescription plan for the other non -represented employees. Also for retirees, it includes hospital and surgical services under the out -of-network 80%/20% co -insurance and \$100/\$300 deductible provisions for the out -of-area retiree plan.

Also included in the ordinance are the following: across -the-board increases of 3% to be applied to Step Ranges 1 through 8, and Information Systems (IS) range 1; across -the-board increases of 2.8% to be applied to Step Ranges 9 through 10, Open Ranges 9 through 16, and IS ranges 2 through 16; and across -the-board increases of 2.5% to be applied to Open Ranges 18 through 23. In addition, a salary adjustment of 10 cents per hour to be applied to Step Ranges 1 through 8 and IS Range 1; and a salary adjustment of 5 cents per hour to be applied to Step Ranges 9 through 10, Open Ranges 9 through 10, and IS Range 2. Richter advised that the 5 -and 10 -cent per hour increases are being offered to those positions that are in the lower and mid -level salary ranges to help offset the health insurance increases.

The ordinance also provides an annual \$100 employer contribution into the Section 125 Health Care Reimbursement Account for all regular full -and part-time non-represented employees and all full -time elected officials. This plan is used to pay non -reimbursable medical expenses. Unused dollars go back to the County and are retained for future use.

The total estimated net fiscal impact of the ordinance is \$785,284. Sufficient funds to cover the costs associated with these changes are included in the 2003 proposed budget. Cummings felt the wages and benefits package reflected in the ordinance was fiscally responsible.

Thomas liked the concept of a health care reimbursement account in which the employee contributes the money but he did not think the County should contribute. Cummings said this proposal was a win -win situation and he explained this further. Thomas also had concerns with the 2.5%, 2.8%, and the 3% across-the-board increases. Zastrowski said all employees in the steps system would receive an increase but those employees in the open system must receive, at least, a "satisfactory" on their job evaluation to receive an increase. Gundrum did not think the higher -level step ranges should receive less of an across -the-board increase than those in the lower levels when they are the leaders and the decision makers of the County. Paulson somewhat disagreed because the higher the salary, the more money they receive with the increase. In other words, they end up with substantially more money even though the percentage increase is less than those in lower paid positions. Gundrum also had concerns with the 5 -and 10 -cent increases.

MOTION: Gundrum moved, second by Thomas to remove Section III -D and III -E (5 -and 10 -cent increases). Motion carried 4 -2. Paulson and Thelen voted no.

MOTION: Thomas moved, second by Gundrum to remove Section III -F (\$100 employer contribution).

Gundrum had concerns about deleting the \$100 contribution after the committee just deleted Sections III -D and E. Thomas felt the program was a good enough incentive where by employees could make the contributions on their own and save money on taxes. Cummings said this was a low cost program and the employees will appreciate it. Thomas said he's seldom heard of this in the private sector and felt it should be deleted. Paulson said he has, and Richters said a few counties are doing this as well. Thomas felt eliminating it would be a good way to save \$43,000. Gundrum suggested changing the contribution from \$100 to \$50.

Motion defeated 2 -4. Paulson, Seitz, Gundrum, and Thelen voted no.

MOTION: Thomas moved, second by Gundrum to change the employer contribution to \$50. Motion carried 4 -2. Thelen and Paulson voted no.

Thomas wanted to vote on each ordinance section separately. Richters said they have always tied the benefits and wages together in the past. Staff were unsure if this could be done and Krahns suggested obtaining a legal opinion from Corporation Counsel Farley. If so, Thomas could propose this when the ordinance is taken up at the County Board meeting.

MOTION: Gundrum moved, second by Thomas to approve ordinance 157 -O-081 as amended. Motion carried 6 -0.

Approve Revised Classification Specifications for Captain, Deputy Inspector, and Inspector

Johannik said captain, deputy inspector, and inspector positions currently require a bachelor's degree in social sciences, criminal justice, etc. Johannik said they are requesting that the job specification list only a bachelor's degree and that it not list specific types of degrees. Paulson was opposed to the request. He

gavetheexampleofhavingabusinessdegreeandwonderedwhatgoodthatwoulddofor a criminal
justiceposition.Zastrowsaidthedegree requirementisalreadyfairlybroadbutit'stheon -the-job
trainingthatiskey.Johanniknotedthatacaptain'spositioniscurrentlyopen.Hesaidtheyhavea
qualifiedindividualinmindforthej obbutthatperson'sdegreesdon'tqualifyunderthecurrentjob
specification.

MOTION:Thomasmoved,secondbySeitztoapprovetherevisedclassspecificationsforcaptain,
deputyinspector,andinspector.Motioncarried5 -1.Paulsonvotedno .

ScheduleNextMeetingDates

November19th.

MOTION:Thomasmoved,secondbyMorristoadjournat2:59p.m.Motioncarried6 -0.

RecordedbyMaryPedersen,LegislativeAssociate.

Respectfullysubmitted,

PeteGundrum
Secretary